

# **Enclosure 2a**

## ODNI STAFF SUMMARY FORM

TO	ES CONTROL NUMBER	COMPONENT CONTROL NUMBER	
DNI	00906		
THROUGH CNO		ACTION	EXEC SEC SUSPENSE
		<input checked="" type="checkbox"/> APPROVAL	
THROUGH CNO		<input type="checkbox"/> SIGNATURE	COMPONENT SUSPENSE
SUBJECT		<input type="checkbox"/> INFORMATION	SUB-ELEMENT SUSPENSE
(C//NF) OIG Response to HPSCI Question for the Record (QFR) on IC Outside Employment Activities			
DISTRIBUTION: See continuation page for distribution list			
SUMMARY			

**PURPOSE:** (C//NF) Seek DNI approval to send the attached letter addressing House Permanent Select Committee on Intelligence's (HPSCI) QFR on IC Outside Employment Activities.

**BACKGROUND:**

- (C//NF) On 1 Feb 2010 allegations of CIA employees moonlighting surfaced. These allegations came under scrutiny by the HPSCI when Rep. Eshoo learned that employees in the intelligence community started and managed a company to sell "deception detection" services to hedge funds while still employed with the federal government.
- (C//NF) Rep. Eshoo immediately began a review of current conflict of interest rules in the intelligence community. Furthermore, she questioned DNI Blair about the allegations at the 3 Feb 2010 HPSCI annual Threat Hearing. He responded that he would confer with IC leaders and provide a response to the committee members on the policy/procedures governing IC employees outside employment activities. DNI Blair requested ODNI OIG to conduct an informal review of this issue.

**RECOMMENDATION:** Approve the IG sending the attached letter to the HPSCI

**APPROVAL REQUEST(S):**

Director's Decision:

Concur [Signature] Date 24 Nov 10  
Nonconcur \_\_\_\_\_ Date \_\_\_\_\_

**ATTACHMENT(S):**

- (U//FOUO) Summary of ODNI OIG IC Employee Misconduct Investigation Survey Results
- (U//FOUO) Summary of IC Policy, Procedures, and Practices Governing Outside Employment Activities Questionnaire Results

COORDINATION/APPROVAL					
OFFICE	NAME AND DATE	SECURE PHONE	OFFICE	NAME AND DATE	SECURE PHONE
OGC	(b)(3) 11/23	(b)(3)			
OLA	(b)(3) 11/12	(b)(3)			
DNI/XO					
Exec Sec					
ORIGINATOR			ORG.	PHONE (Secure)	DATE PREPARED
(b)(3)			OIG	(b)(3)	12 Nov 2010
ODNI FORM 01-07-09					

Declassify On: 20351112  
Derived From: MIS C-06

**ODNI STAFF SUMMARY FORM (Continuation Sheet)**

SUBJECT	ES CONTROL NUMBER	COMPONENT CONTROL NUMBER
OIG Response to HPSCI Question for the Record (QFR) on IC Outside Employment Activities	00906	

Internal Distribution:

OLA  
OGC  
CMO  
EXEC SEC  
OIG Chronos

External Distribution:

The Honorable Silvestre Reyes  
The Honorable Peter Hoekstra  
The Honorable Dianne Feinstein  
The Honorable Christopher "Kit" Bond

# **Enclosure 2b**



~~CONFIDENTIAL//NOFORN~~

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
INSPECTOR GENERAL  
WASHINGTON, DC 20511

November 29, 2010

The Honorable Silvestre Reyes  
Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

The Honorable Peter Hoekstra  
Ranking Member  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Chairman Reyes and Ranking Member Hoekstra:

(U) During this year's Annual Threat Assessment Hearing, the House Permanent Select Committee on Intelligence (HPSCI) asked the Director of National Intelligence (DNI) to provide information on policies governing Intelligence Community (IC) employees' engagement in outside employment activities. The DNI took this question for the record and tasked the ODNI Office of Inspector General (OIG), in consultation with the Office of General Counsel (OGC), to conduct an initial review.

(U) Since that time, Congress has passed the Fiscal Year 2010 Intelligence Authorization Act (Pub. L. 111-259), which contains a provision requiring the DNI, in consultation with the Director of the Office of Government Ethics, to issue conflict of interest regulations governing IC employees' outside activities. Notwithstanding this new statutory requirement, this letter summarizes the results of our initial review and provides our additional comments.

(U) IC employees are subject to well-established, government-wide ethics laws and regulations, including the Standards of Ethical Conduct for Executive Branch Employees. Those laws and regulations prohibit executive branch employees from using their positions for private gain, implying that the United States government endorses their personal activities, and conducting outside activities that conflict with their official duties. Additionally, individual IC elements (or the departments that contain IC elements, such as the Departments of Defense, Justice, State, Treasury, Homeland Security, and Energy) may adopt their own supplemental ethics policies to further define an employee's responsibilities for reporting proposed outside employment arrangements and the circumstances under which those proposed arrangements will be determined to be in conflict with an employee's official position. Apart from these supplemental policies, the IC does not have a separate IC-wide policy governing employees' outside employment activities.

~~CONFIDENTIAL//NOFORN~~

~~CONFIDENTIAL//NOFORN~~

(U) In light of these regulations and policies, the ODNI OIG focused its initial review on the supplemental policies and procedures governing outside employment activities promulgated at the department and agency level that pertain to IC employees in those elements. On behalf of the ODNI OIG, the ODNI OGC sent a survey to IC OGCs requesting information on their agencies' outside employment activities policies, procedures, and practices. In addition, the ODNI OIG requested information from other IC OIGs on any investigations of alleged IC employee misconduct stemming from outside employment activities from 2007 to the present.<sup>1</sup> Intelligence elements from the following agencies responded to these requests:

- Air Force (AF)
- Army Intelligence Command (INSCOM)
- Central Intelligence Agency (CIA)
- Coast Guard (CG)
- Defense Intelligence Agency (DIA)
- Department of Energy (Energy)
- Department of Homeland Security, Intelligence & Analysis (DHS/I&A)
- Department of State (State)
- Department of Treasury (Treasury)
- Federal Bureau of Investigation (FBI)
- Marine Corps (Marine)
- National Geospatial Intelligence Agency (NGA)
- National Reconnaissance Office (NRO)
- National Security Agency (NSA)
- Navy Office of Intelligence (Navy)
- Office of the Director of National Intelligence (ODNI)

~~(C//NF)~~ **IC Employee Misconduct Investigation Survey Results:**<sup>2</sup> Our review of the responsive investigative information determined the following:

- IC OIG Investigations data from 2007 to present indicates that there is neither significant IC employee misconduct nor a systemic problem arising from outside employment activities across the IC. As outlined below, three IC OIGs reported conducting a total of (b)(3) NSA investigations of improper outside employment activities since 2007:
  - CIA - CIA (b)(3)
  - NRO - CIA (b)(3)
  - NSA - NSA (b)(3)
- The OIG investigations arising from allegations of misconduct regarding outside employment activities included jewelry and cookie sales, improper relationships with

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<sup>1</sup> (U) For purposes of this review, we excluded information regarding IC employees' teaching and speaking engagements.

<sup>2</sup> (U) Summaries of the survey responses are enclosed with this letter at Enclosure 1.

contractors, spouses inappropriately providing privileged information during government contract award processes, and conflicts of interest.

- The OIGs for CIA, NRO, and NSA investigated their respective allegations of misconduct, and agency management took corrective action, which included ethics counseling, disciplinary action, and, in one instance led to the resignation of an employee.
- Of the (b)(3) investigations, CIA, NRO, and NSA forwarded NSA B3 cases of employee misconduct to the Department of Justice (DOJ) for possible prosecution. DOJ declined prosecution in all but one NSA case. In that case, an NSA employee pled guilty to a felony conflict of interest charge (18 U.S.C. § 208).

(U//FOUO) **IC Policy, Procedures, and Practices Governing Outside Employment Activities Survey Results:**<sup>3</sup> Upon review of the information provided by IC OIGs regarding IC agencies' policies, procedures, and practices governing outside employment activities, the OIG determined that the majority of responding IC elements:

- Have developed and implemented agency-specific policies, procedures, and practices for outside employment that supplement the federal Standards of Conduct restricting outside activities that conflict with an employee's official duties (5 C.F.R. § 2635.802);
- Have a policy that requires employees to obtain approval, either from an ethics official or direct supervisor, prior to engaging in outside employment activities;
- Have reviewed or will be reviewing the process for considering requests for outside employment or the policies applicable to such requests;
- Do not document metrics reflecting requests for approval to engage in outside activities, such as the number of requests for outside employment, the number of requests approved, and the number of requests denied and the reasons for such denial; and
- Do not include requirements for employees to report on a periodic basis whether they are still engaged in the previously approved outside employment activity.<sup>4</sup>

(U//FOUO) In sum, based on the survey results, the OIG found that IC employee misconduct arising from outside employment activities does not appear to be a systemic problem within the IC; IC elements' policies adequately notify IC employees of their obligations and

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<sup>3</sup> (U) Summaries of the questionnaire responses are enclosed with this letter at Enclosure 2.

<sup>4</sup> (U) At present, the only mandatory follow-up requirement for reporting additional income from outside employment activities is filing of the annual SF-278 and OGE-450 financial disclosure reports, which require all senior employees and any GS-15 and below employees who participate personally and substantially in contracting matters to report outside income over \$200. However, as indicated, these financial disclosures are not required for every IC employee.

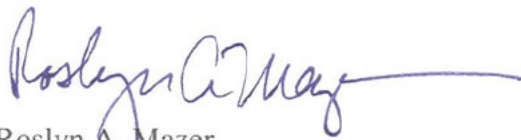
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unique considerations for obtaining approval for outside employment activities; and IC elements may benefit from incorporation of a periodic reporting requirement for IC employees approved for outside employment activities on a case-by case basis, as well as maintaining records to track the number of requests and the disposition of each request.

(U) The OIG has discussed its findings with ODNI management. In addition, to enable management to accurately track and reduce the risk of potential employee misconduct arising from outside employment activities, the OIG has recommended that the ODNI consider the OIG's findings as the ODNI develops *Conflict of Interest Regulations for Intelligence Community Employees* pursuant to Section 307 of the Fiscal Year 2010 Intelligence Authorization Act.

(U) My office is available to brief you and members of the committee on our initial findings. If you have any questions regarding this matter, please contact me or Deputy Inspector General, (b)(3) at (b)(3)

Respectfully,



Roslyn A. Mazer  
Inspector General

CC: The Honorable Dianne Feinstein  
The Honorable Christopher "Kit" Bond

Enclosures: 1. (U [REDACTED]) Summary of ODNI OIG IC Employee Misconduct Investigation Survey Results  
2. (U//FOUO) Summary of IC Policy, Procedures, and Practices Governing Outside Employment Activities Questionnaire Results

# **Enclosure 2c**



Summary of IC OIG Investigations Stemming  
From Allegations of IC Employees' Impermissible Outside Employment

IC OIG	Number of Allegations Stemming From Impermissible Employment from January 2007 - Present	Number of Allegations Substantiated	Number of Allegations Referred to Department of Justice	Number of Prosecutions
CIA	CIA (b)(3)			
DHS*	0	0	0	0
DIA	0	0	0	0
DOE*	0	0	0	0
DOJ*	0	0	0	0
DOS*	0	0	0	0
NGA	NGA (b)(3)			
NRO	CIA (b)(3)			
NSA	NSA (b)(3)			
ODNI	0	0	0	0
Treasury*	0	0	0	0
TOTALS	CIA (b)(3)			

\*These responses only address the IC component(s)  
within the department.

# **Enclosure 2d**

## ODNI OIG Summary of Select IC Element's Policies Governing Outside Employment Activities

IC Element	Additional Policy Governing Outside Employment Activities? Yes/No	Policy Requires IC Employee to Seek Prior Approval for Outside Employment Activities? Yes/No	Agency Has Database to Track Requests, Approvals, and Denials for IC Employee Outside Employment Activities? Yes/No	Agency Has Consistent Method To Follow-Up with IC Employees Approved To Engage in Outside Employment Activities? Yes/No	Agency Reviewing Outside Employment Activities Policy? Yes/No
Air Force	YES	YES	NO	NO	NO
Army (INSCOM)	YES	YES	YES	NO	YES
CIA	YES	YES	YES	NO	YES
DIA	YES	YES	NO	NO	YES
DHS Coast Guard*	YES - Military Personnel Only	YES - Military Personnel Only	NO	NO	YES
DHS I&A*	NO	NO	NO	NO	YES
DOE*	YES	YES	NO	NO	NO
DOS*	YES	YES	NO	NO	NO
FBI	YES	YES	YES	NO	NO
Marine Corps	YES	YES	NO	NO	NO
Navy	YES	YES	NO	NO	NO
NGA	YES	YES	NO	NO	NO
NRO**	YES-CIA; YES-DOD	YES-CIA; YES-DOD	YES-CIA; NO-DOD	NO-CIA; NO-DOD	YES-CIA; NO-DOD
NSA	YES	YES	NO	NO	NO
Treasury*	YES	YES	YES	NO	YES

\*Responses represents IC component only.

\*\* NRO is comprised of CIA employees and DOD employees.

Therefore, the employees are governed by the regulations of their parent organization.



# **Enclosure 2e**

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable C.W. "Bill" Young  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

FEB 06 2012

The Honorable Norman Dicks  
Ranking Member  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman and Ranking Member Dicks:

(U) The enclosed report responds to congressional direction found in Section 102A(u)(2) of the National Security Act of 1947 (650 U.S.C. 403-10), as amended by section 307 of the Fiscal Year 2010 Intelligence Authorization Act, P.L 111-259 which states:

(U) *"(2) The Director of National Intelligence shall annually submit to the congressional intelligence committees a report describing all outside employment for officers and employees of elements of the intelligence community that was authorized by the head of an element of the intelligence community during the preceding calendar year."*

(U) Preparation of the report cost the Intelligence Community approximately \$1,850 in Fiscal Year 2012.

(U) Originals of this letter are being sent to the leadership of committees with intelligence oversight responsibilities. If you have any questions regarding this matter, please contact (b)(3) in the Office of Legislative Affairs at (b)(3)

Sincerely,



Kathleen Turner

Director of Legislative Affairs

Enclosure  
UNCLASSIFIED when separated from Enclosure

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Mike Rogers  
Chairman  
Permanent Select Committee  
on Intelligence  
House of Representatives  
Washington, D.C. 20515

FEB 06 2012

The Honorable C.A. "Dutch" Ruppertsberger  
Ranking Member  
Permanent Select Committee  
on Intelligence  
Washington, D.C. 20515

Dear Mr. Chairman and Ranking Member Ruppertsberger:

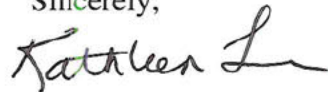
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Sincerely,



Kathleen Turner  
Director of Legislative Affairs

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Daniel K. Inouye  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

FEB 06 2012

The Honorable Thad Cochran  
Vice Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

Dear Mr. Chairman and Vice Chairman Cochran:

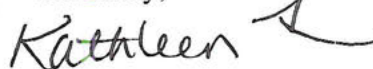
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Director of Legislative Affairs

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Dianne Feinstein  
Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

FEB 06 2012

The Honorable Saxby Chambliss  
Vice Chairman  
Select Committee on Intelligence  
Washington, D.C. 20510

Dear Madam Chairman and Vice Chairman Chambliss:

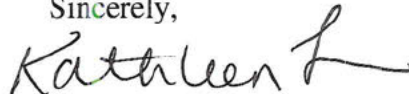
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Sincerely,



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Director of Legislative Affairs

Enclosure  
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# **Enclosure 2f**



**IC Outside Employment  
Activities Report  
January - December 2011**

IC Agencies	Teaching/ Graduate Assistant	Coaching/ Fitness Instructor	Employment Rel to Spouses	Homebase Sales Businesses	Freelance Writing/Graphic Design	IT Consulting	Military Reserve/ National Guard/Law Enforcement Reserve	Local Election Officer	Stock/Equity Trading	Retail/Sales /Services	Musicians/ Performers	Sales To Government	Other
<b>Agencies</b>													
Army	No response received.												
CIA	CIA (b)(3)												
COAST GUARD	No records kept.												
DEA	0	0	0	0	0	0	0	0	0	0	0	0	0
DIA	29	1	1	0	9	16	3	0	0	16	1	0	32
DHS I&A													
DOE	0	0	0	0	0	0	0	0	0	0	0	0	0
DOS/INR	No records kept.												
FBI	2	10	1	12	5	3	0	0	0	21	1	0	8
MARINE CORPS	0	0	0	0	0	0	0	0	0	0	0	0	0
NAVY	5	5	0	2	0	0	0	0	0	0	0	0	2
NGA	No records kept.												
NRO	Records kept at home agency.												
NSA	No records kept.												
TREASURY	0	0	0	0	0	0	0	0	0	0	0	0	1
ODNI	27	11	2	4	8	2	11	4	1	6	1	1	45

\* CIA's "Other" includes volunteer activities.

**Enclosure 2g**



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Mike Rogers  
Chairman  
Permanent Select Committee  
on Intelligence  
House of Representatives  
Washington, D.C. 20515

FEB 22 2013

The Honorable C.A. "Dutch" Ruppertsberger  
Ranking Member  
Permanent Select Committee  
on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Chairman Rogers and Ranking Member Ruppertsberger:

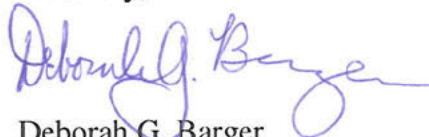
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(U) Preparation of the report cost the Intelligence Community approximately \$1,850 in Fiscal Year 2013.

(U) Originals of this letter are being sent to the leadership of committees with intelligence oversight responsibilities. If you have any questions, please contact me at (b)(3)

Sincerely,



Deborah G. Barger  
Director of Legislative Affairs

Enclosure  
UNCLASSIFIED when separated from Enclosure

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Dianne Feinstein  
Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

FEB 22 2013

The Honorable Saxby Chambliss  
Vice Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable C.W. "Bill" Young  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

FEB 22 2013

The Honorable Peter J. Visclosky  
Ranking Member  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

Dear Chairman Young and Ranking Member Visclosky:

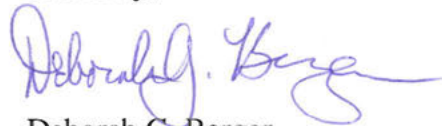
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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

FEB 22 2013

The Honorable Richard J. Durbin  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

The Honorable Thad Cochran  
Ranking Member  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

Dear Chairman Durbin and Ranking Member Cochran:

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Sincerely,



Deborah G. Barger  
Director of Legislative Affairs

Enclosure  
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**Enclosure 2h**



IC Outside Employment  
Activities Report

IC Agencies	Teaching/ Graduate Assistant	Coaching/ Fitness Instructor	Employment Rel to Spouses	Homebase Sales Businesses	Freelance Writing/Graphic Design	IT Consulting	Military Reserve/ National Guard/Law Enforcement Reserve	Local Election Officer	Stock/Equity Trading	Retail/Sales /Services	Musicians/ Performers	Sales To Government	Other
<b>Agencies</b>													
Army	278 and 450 filers required to seek prior written approval of certain outside employment but no numbers were provided.												
CIA	CIA (b)(3)												
COAST GUARD	0	0	0	0	0	0	0	0	0	0	0	0	0
DEA	No response.												
DIA	11	5	3	8	8	3	0	0	0	30	3	0	7
DHS I&A	DHS does not currently require employees to get approval for outside employment. They do have a draft regulation requiring it in the future.												
DOE	0	0	0	0	0	0	0	0	0	0	0	0	0
DOS/INR	No records kept.												
FBI	33	22	1	12	15	2	2063*	1		51	7		101
MARINE CORPS	0	0	0	0	0	0	0	0	0	0	0	0	0
NAVY	278 and 450 filers required to seek prior written approval of certain outside employment but no numbers were provided.												
NGA	NGA (b)(3)												
NRO**	CIA (b)(3)												
NSA	No response.												
TREASURY	0	0	0	0	0	0	0	0	0	0	0	0	0
ODNI	28	6	2	0	9	0	8	2	0	19	0	0	6

\*This is the total number of reservists in the FBI as of January 14, 2013. We do not have data for calendar year 2012 only.

\*\* This is CIA employees only. The Air Force maintains the records for Air Force personnel at NRO.

# **Enclosure 2i**

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

MAR 13 2014

The Honorable Dianne Feinstein  
Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

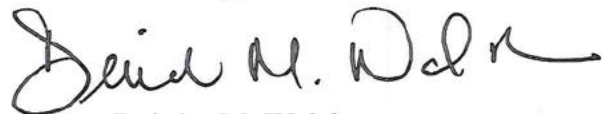
The Honorable Saxby Chambliss  
Vice Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

Dear Madam Chairman and Vice Chairman Chambliss:

(U) This data responds to the Congressional direction found in Section 102A(u)(2) of the National Security Act of 1947 (650 U.S.C. 403-10), as amended by section 307 of the Fiscal Year 2010 Intelligence Authorization Act, P.L. 111-259. The ODNI has received the enclosed data from Intelligence Community Elements concerning outside employment activities based on individual employees self-reporting provided to the agencies.

(U) Originals of this letter are being sent to the leadership of committees with intelligence oversight responsibilities, as well as House and Senate leadership. If you have any questions, please contact my office at (b)(3)

Sincerely,



Deirdre M. Walsh  
Director of Legislative Affairs

This letter is UNCLASSIFIED when separated from Enclosure



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

MAR 13 2014

The Honorable Mike Rogers  
Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

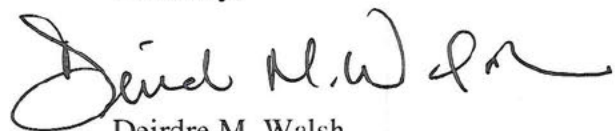
The Honorable C.A. "Dutch" Ruppertsberger  
Ranking Member  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Chairman Rogers and Ranking Member Ruppertsberger:

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Deirdre M. Walsh  
Director of Legislative Affairs

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Rodney Frelinghuysen  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States House of Representatives  
Washington, D.C. 20515

MAR 13 2014

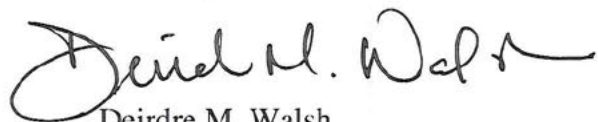
The Honorable Peter J. Visclosky  
Ranking Member  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

Dear Chairman Frelinghuysen and Ranking Member Visclosky:

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Richard J. Durbin  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

MAR 13 2014

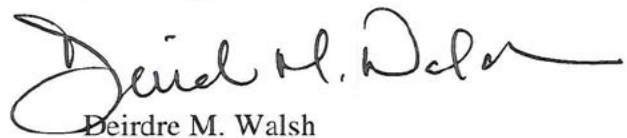
The Honorable Thad Cochran  
Ranking Member  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

Dear Chairman Durbin and Ranking Member Cochran:

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WASHINGTON, DC 20511

The Honorable Harry Reid  
Majority Leader  
United States Senate  
Washington, D.C. 20510

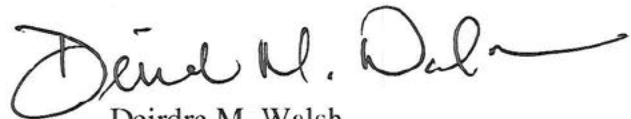
MAR 13 2014

Dear Mr. Leader:

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Director of Legislative Affairs

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Mitch McConnell  
Minority Leader  
United States Senate  
Washington, D.C. 20510

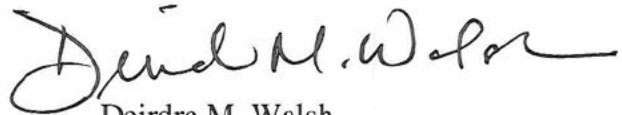
MAR 13 2014

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Director of Legislative Affairs

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable John Boehner  
Speaker of the United States House of Representatives  
Washington, D.C. 20515

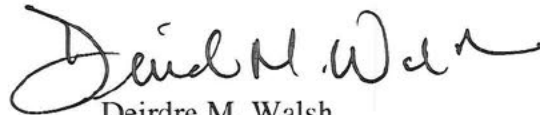
MAR 13 2014

Dear Mr. Speaker:

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Director of Legislative Affairs

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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

The Honorable Nancy Pelosi  
Minority Leader  
United States House of Representatives  
Washington, D.C. 20515

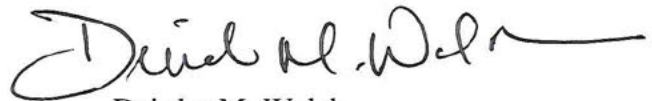
MAR 13 2014

Dear Leader Pelosi:

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**Enclosure 2j**



## CY2013 IC Outside Employment Activities Data

IC Agencies	Teaching/ Graduate Assistant	Coaching/ Fitness Instructor	Employment Related to Spouse's Business	Home- based Sales Businesses	Freelance Writing/ Graphic Design	IT Consulting	Local Election Officer	Stock/ Equity Trading	Retail/ Sales/ Services	Musicians/ Performers	Sales To Government	Other
CIA	CIA (b)(3)		Summary of Survey Results of	CIA (b)(3)								
COAST GUARD	1	0	0	0	0	0	0	0	1	0	0	0
DEA	6	6	0	6	1	0	0	0	11	3	0	12
DHS I&A *	DHS does not presently have a supplemental regulation requiring approval for outside employment.											
DIA	25	12	4	19	7	8	0	0	48	3	0	26
DOE	2	0	0	3	0	0	0	0	3	0	0	2
DOS/INR **	No records kept.											
FBI	66	32	0	107	36	9	0	0	250	16	0	56
MARINE CORPS	0	0	0	0	0	0	0	0	0	0	0	0
NAVY	2	1	0	0	1	1	0	0	8	0	0	7
NGA	NGA (b)(3)											
NRO ***	CIA (b)(3)											
NSA ****	NSA collected outside employment agency approvals during 2013. NSA B3											
ODNI	28	15	2	20	7	7	2	0	40	0	0	2
TREASURY/OIA	1	1	0	0	0	0	0	0	0	0	0	0

\* DHS does not presently have a supplemental regulation requiring approval for outside employment. There is, however, a pending supplemental regulation. A NPRM was published in the fall of 2012, the comment period closed December 12, 2012, and the proposed rule is still pending. With regard to DHS employees in the Intelligence and Analysis Directorate, although employees in I&A might contact this office to seek ethics guidance about outside employment, there is not a requirement for them to follow an approval process.

\*\* DOS does not track the outside employment of INR employees or employees of other IC elements assigned to State.

\*\*\* This is CIA employees only. The Air Force maintains the records for Air Force personnel at NRO.

\*\*\*\* NSA collected outside employment agency approvals during 2013. In accordance with the ICD, NSA follows DoD rules on outside employment and does not collect information on the type of work performed.